Bachelor of Science in Business Administration - Management

Anil Nair, Chair
Karen Eagle, Faculty Advisor and Entrepreneurship Area Coordinator
Jennifer Klinger, Faculty Advisor

A management major is appropriate for those interested in careers in different types of organizations (e.g., for profits/non-profits), working in Human Resource Management/Management Consulting or starting a business. The program recognizes that most graduates will face several career changes and job choices; thus, the management major is designed to develop a student’s understanding of the principles and practice of management in a global economy. The department offers a variety of courses that should give students an opportunity to pursue their interests and focus in areas such as Human Resource Management, General Management or Entrepreneurship.

For a major in management, all courses must be preceded by listed prerequisites. For completion of the major in management, a student must have a minimum overall cumulative grade point average of 2.00 in all courses taken toward the major. In addition, a grade of C- or better is required in all management courses counted toward the major. A minimum of 12 hours in upper-level courses in the major must be taken through courses offered by Old Dominion University.

Management course work

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Total Hours</th>
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</thead>
<tbody>
<tr>
<td>MGMT 330</td>
<td>Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 340</td>
<td>Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 361</td>
<td>International Business Operations</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 350</td>
<td>Employee Relations Problems and Practices</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 360</td>
<td>Labor Management Relations</td>
<td>3</td>
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<tr>
<td>MGMT 367</td>
<td>Cooperative Education</td>
<td>3</td>
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<tr>
<td>or MGMT 368</td>
<td>Management Internship</td>
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<tr>
<td>or MGMT 369</td>
<td>Management Practicum</td>
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<tr>
<td>MGMT 417</td>
<td>Employment Law</td>
<td>3</td>
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<tr>
<td>MGMT 418</td>
<td>Advanced Human Resources Management:</td>
<td></td>
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<tr>
<td></td>
<td>Contemporary Issues</td>
<td></td>
</tr>
<tr>
<td>MGMT 426</td>
<td>Entrepreneurship: New Ventures Creation</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 427</td>
<td>Business and Society</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 430</td>
<td>Compensation Management</td>
<td>3</td>
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<tr>
<td>MGMT 452</td>
<td>Negotiations and Change Management</td>
<td>3</td>
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<tr>
<td>MGMT 462</td>
<td>Comparative International Management</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 463</td>
<td>Management Seminar Abroad</td>
<td>3</td>
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<tr>
<td>MGMT 495</td>
<td>Selected Topics in Management</td>
<td>3</td>
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Select four of the following MGMT Electives: 12

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</tbody>
</table>

All 300-400 level MGMT courses, except for MGMT 325 and MGMT 485W, are included in the calculation of the 2.00 overall grade point average for major course work for graduation.

Management Minor

A management minor is suitable for students who want to complement their major with “soft skills.” Surveys of employers have frequently found they prefer to recruit graduates with leadership, communication, entrepreneurial, and strategic thinking skills.

Certificate in Entrepreneurship

The certificate in entrepreneurship offers a focus on business creation in a variety of fields. Students will be provided with tools that support the establishment of new ventures, including resource management, analytical processes, and other factors that contribute to the development of new organizations. Students will be required to complete a foundational course that will introduce them to the concepts and practical work required in entrepreneurial ventures. They will also complete a capstone course that covers the creation, structure, and management of new organizations. Students will also complete two courses from areas that align with their major or new business interest. Students who complete the certificate will be able to take ideas and mold them into the foundation of a new business, regardless of career selection. They will also gain a heightened understanding of critical thinking in support of establishing new ventures.

An overall grade point average of 2.0 or above in all courses specified as a requirement for the certificate is required for the award of the certificate.

Curriculum Requirements

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>ENTR 201S</td>
<td>Introduction to Entrepreneurship</td>
<td>3</td>
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<tr>
<td>Restricted Electives (select two from the following):</td>
<td>6</td>
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<tr>
<td>ACCT 300</td>
<td>Accounting for Entrepreneurs</td>
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<tr>
<td>CHP 440</td>
<td>Finance and Budgeting in Healthcare</td>
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<tr>
<td>COMM 305</td>
<td>Professional Communication</td>
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<td>COMM 351</td>
<td>Interpersonal Communication in Organizations</td>
<td></td>
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<td>DNTH 416</td>
<td>Administrative Leadership and Professional Development</td>
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<td>ENMA 401</td>
<td>Project Management</td>
<td></td>
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<td>ENMA 421</td>
<td>Decision Techniques in Engineering</td>
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<td>FIN 323</td>
<td>Introductory Financial Management</td>
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<td>HLTH 425</td>
<td>Leadership and Management for Health</td>
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<tr>
<td>Professionals</td>
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<tr>
<td>HNRS 301</td>
<td>Monarch Think Tank II</td>
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<td>Negotiations and Change Management</td>
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<tr>
<td>MKTG 311</td>
<td>Marketing Principles and Problems</td>
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<td>MKTG 416</td>
<td>Professional Selling</td>
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<td>MKTG 450</td>
<td>Marketing on the Internet</td>
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<td>PRTS 441</td>
<td>Marketing of Hospitality Services</td>
<td></td>
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<tr>
<td>PSYC 344</td>
<td>Human Factors</td>
<td></td>
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<tr>
<td>SMGT 414</td>
<td>Sport Marketing</td>
<td></td>
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<tr>
<td>SMGT 415</td>
<td>Sports Management</td>
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<tr>
<td>Capstone:</td>
<td>MGMT 426 Entrepreneurship: New Ventures Creation</td>
<td>3</td>
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<tr>
<td>Total credit hours</td>
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<td>12</td>
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For completion of the certificate, students must have an overall grade point average of 2.0 or above in all courses specified as a requirement for the certificate.
MANAGEMENT Courses

MGMT 325. Contemporary Organizations and Management. 3 Credits.
The fundamentals of the managerial process (planning, organizing, leading
and controlling) are considered in the context of 21st century organizations.
Topics are almost evenly split between macro and micro perspectives
Prerequisites: A declared major in the University or an intended major in the
Strome College of Business or permission of the Dean's Office of the Strome
College, AND Junior Standing.

MGMT 327. Business Communication. 3 Credits.
This course is an introduction to the importance and centrality of
communication in business. Students will learn the application of business
communication principles by working both individually and collaboratively
on communicating through effective business documents, presentations,
professional written and oral correspondence, and use of digital media.
Attention will be given to both interpersonal and group audiences, as well as
formal and informal delivery. Prerequisite: MGMT 325.

MGMT 330. Organizational Behavior. 3 Credits.
This class examines theories and concepts pertaining to people at work.
Topics include personality differences, motivation principles, high-
performing work teams, and leadership development. Prerequisite: Junior
standing. Pre- or corequisite: MGMT 325.

MGMT 340. Human Resources Management. 3 Credits.
This class examines all issues pertaining to managing people in an
organization. Topics include strategic planning for Human Resources,
recruitment and selection systems, performance evaluation and development
programs, Equal Employment Opportunity, and diversity management.
Prerequisites: MGMT 325, Pre- or corequisite: MGMT 330.

MGMT 350. Employee Relations Problems and Practices. 3 Credits.
Examines personnel topics such as absenteeism, substance abuse, theft,
gambling and counseling problem employees. Policies and practices used
by organizations to anticipate and resolve these problems are explored
and evaluated. Prerequisite: Junior standing, and a declared major in the
University or permission of the Dean's Office.

MGMT 360. Labor Management Relations. 3 Credits.
A contextual study of the trade union movement and its development,
structure and processes. Emphasizes the impact of union organization on
management practice and effectiveness in both private and public sector
organizations. Prerequisites: MGMT 340, and a declared major in the
University or permission of the Dean's Office.

MGMT 361. International Business Operations. 3 Credits.
An examination of the environment of multinational business, foreign trade,
and the operation of multinational enterprises. Management, marketing,
accounting, and financial problems unique to enterprises operating in
varying economic, cultural, and political legal environments are investigated.
This course includes a CAP experience. International business majors may
not take MGMT 361 for credit. Prerequisites: FIN 323, MKTG 311 and
MGMT 325, and a declared major in the University or permission of the
Dean's Office.

MGMT 367. Cooperative Education. 1-6 Credits.
May be repeated for credit. Available for pass/fail grading only. Student
participation for credit based on the academic relevance of the work
experience, criteria, and evaluative procedures as formally determined by the
department and Career Development Services prior to the semester in which
the work experience is to take place. Prerequisites: MGMT 325 and approval
by the department and Career Development Services, in accordance with the
policy for granting credit for cooperative education programs, and a declared
major in the University or permission of the Dean's Office.

MGMT 368. Management Internship. 1-3 Credits.
Approval for enrollment and allowable credits is determined by the
department and the Career Development Services in the semester prior
to enrollment. Available for pass/fail grading only. (qualifies as a CAP
experience) Prerequisites: MGMT 325, and a declared major in the
University or permission of the Dean's Office.

MGMT 369. Management Practicum. 1-3 Credits.
Approval for enrollment is determined by the Management CAP advisor and
the Career Development Services in the semester prior to enrollment.
Student will participate in a relevant work setting. (qualifies as a CAP
experience) Prerequisites: MGMT 325, and a declared major in the
University or permission of the Dean's Office; transfer students must have completed one semester at Old Dominion University.

MGMT 417/517. Employment Law. 3 Credits.
An analysis of how the federal and state governments may regulate the
employer-employee relationship. Topics include labor relations law, equal
employment opportunity law, other current statutory employment law
and common law employment issues. Prerequisite: junior standing and
MGMT 325 or MGMT 602, and a declared major in the University or
permission of the Dean's Office.

MGMT 418. Advanced Human Resources Management: Contemporary
Issues. 3 Credits.
An in-depth analysis of current issues and concerns within human resources
management. The course will focus on specific issues and problems
associated with the law and equal employment opportunity, employee
selection, training and development, performance management/appraisal,
and compensation. Methods of instruction include cases, exercises and PC
applications. Prerequisites: junior standing and MGMT 325 and MGMT 340,
and a declared major in the University or permission of the Dean's Office.

MGMT 420. Business Development. 3 Credits.
Course focuses on assessing the strategies, tactics, dilemmas, processes and
solutions associated with developing a new business. Emphasis is devoted
to how new ventures should raise rates (sales, prices, productivity), decrease
costs, promote and execute while pursuing innovation. The course explores
a wide variety of actual small business case studies to illuminate the critical
strategic, operational and behavioral considerations necessary to build a
successful enterprise, including rollouts (duplicating a business model
in multiple locations), rollups (acquiring similar businesses to accelerate
growth), and franchises. Prerequisites: MGMT 325 and ACCT 201.

MGMT 426. Entrepreneurship: New Ventures Creation. 3 Credits.
A study of the essential elements leading to entrepreneurial and
intrapreneurial success with emphasis on the creation, structure and
management of new ventures. A recommended elective for business
students. Prerequisites: MGMT 325, MKTG 311, and ACCT 201, and
a declared major in the University or permission of the Dean's Office.

MGMT 427. Business and Society. 3 Credits.
An examination of the relationship between business (usually the individual
firm, but occasionally a group of firms in an industry or a set of headline-
makers in different industries) and society (an individual, group of people,
the general public, or government entity representing the interests of this
individual or group or the public). Emphasizes stakeholders and ethics.
The course material is both philosophical and practical for executives and
informative and practical for citizens. Prerequisites: MGMT 325, 3 hours
of ACCT and 3 hours of ECON, and a declared major in the University or
permission of the Dean's Office.

MGMT 430. Compensation Management. 3 Credits.
This class examines issues pertaining to developing, evaluating, and
re-designing an organization's direct and indirect compensation systems. Topics
include pay structure, incentive plans, benefit programs, and special cases
such as executive compensation. Prerequisites: Senior standing, MGMT 325,
a C- or higher in MGMT 340, and a declared major in the University or
permission of the Dean's Office.

MGMT 452/552. Negotiations and Change Management. 3 Credits.
This course focuses on negotiations and change. Students will develop
analytical, interpersonal, and communication skills, with an emphasis placed
on experiential learning through case studies, role playing, and simulations.
Prerequisite: MGMT 325 or permission of the Dean's Office.
MGMT 462. Comparative International Management. 3 Credits.
The course examines organizational structure and functioning from cross-cultural and cross-national perspectives. Compares how management practices differ from one society to another. Comparisons are made between the U.S., Western Europe, Japan, the USSR, China, and the Third World nations. Prerequisites: senior standing and MGMT 325, and a declared major in the University or permission of the Dean's Office.

MGMT 463/563. Management Seminar Abroad. 3 Credits.
A study tour abroad under the direction of a faculty member including on-site visits and management lectures designed to provide insight into differences in management practices in foreign countries. Offered summers only and when available. Prerequisite: permission of the chief departmental advisor, and a declared major in the University or permission of the Dean's Office.

MGMT 485W. Business Policy and Strategy. 3 Credits.
Strategic management addresses the concerns of the high level executive or general manager, who must use a perspective that is qualitatively different from that of the lower-level functional manager or operations manager. Strategic decisions cut across functional lines. Whereas other courses focus on competency at a functional level (Are we doing things right?), this course deals with the overall effectiveness of the total organization (Are we doing the right things?). This is a writing intensive course. Prerequisites: A grade of C or better in ENGL 211C or ENGL 221C or ENGL 231C; senior standing, FIN 323, MGMT 325, MKTG 311, and a declared major in the University or permission of the Dean's Office.

MGMT 495/595. Selected Topics in Management. 3 Credits.
Designed to provide advanced students in management an opportunity to study administration in highly specialized areas under the guidance of a faculty member. Prerequisite: permission of the chief departmental advisor/graduate program director.

MGMT 497. Independent Study in Management. 3 Credits.
Designed to provide advanced students in management an opportunity for independent study of selected areas under the guidance of a faculty member. Prerequisite: permission of the chief departmental advisor, and a declared major in the University or permission of the Dean's Office.